

Average Monthly Salaries of New Hanover Teachers by Race

	1897	1898	1899	1900	1901	1902	1903	1904	1905
White	36.23	38.40	53.39	52.50	38.00	44.00	48.38	48.38	42.70
Black	35.23	35.38	38.55	36.58	29.00	30.00	32.60	30.10	35.00

Average Monthly Salaries of North Carolina Teachers by Race

	1897	1898	1899	1900	1901	1902	1903	1904	1905
White	22.01	23.81	25.24	24.80	25.40	26.79	28.37	29.05	31.40
Black	19.90	20.75	21.12	20.48	22.07	22.19	22.64	22.27	23.00

Source: Annual Reports of the North Carolina Superintendent of Public Instruction

municipal white teachers earning almost \$16 per month more than blacks.⁹² Men were routinely paid more than women, and administrators, who were also teachers, received higher pay. However, race skewed the formula. For example, Mary E. Cook, white principal at Union School was the teacher with the highest pay at \$60 for her work in November 1898. John A. Holt, black principal at Williston, was paid \$40 that same month.⁹³

The city's African American leaders pressed the Board of Education for improvements to the school system. In 1920, a group of leaders appealed to the board to improve education across the board for the city's blacks: "The negro citizens respectfully appeal to your body for a larger, more adequate, more intensive personal interest in the education of our people by your people."⁹⁴ Such requests reflected a growing effort across the state to improve

traditionally African American school districts through better funding, better organization of African American teachers, and improved curriculum.⁹⁵

Employment

The "White Labor Movement," was characterized by organized groups of white workers who sought employment in fields traditionally dominated by black workers, received much attention after the coup.⁹⁶

⁹⁵ Another white philanthropist, Julius Rosenwald, helped to fund the construction of around 767 schools in the state beginning in 1915, including seven in Wilmington. The North Carolina Teacher's Association, founded by Wilmington's Charles Moore in 1880, did not gain in membership and collective strength until 1900. Thomas W. Hanchett, "The Rosenwald Schools and Black Education in North Carolina," *North Carolina Historical Review*, October, 1988, 387-444; Percy E. Murray, *History of the North Carolina Teacher's Association*, (Washington, D.C.: National Education Association, [1984]), 15-19, 33.

⁹⁶ The White Laborer's Union held a meeting on November 21 and persisted as an organized force into the following year. Union members sported lapel pins and adopted their goal, "to aid and assist white men in obtaining situations and work which previously had largely been occupied by negroes." The Union accomplished its objective by forming committees to visit businessmen and encourage white hiring. The Union also pressured the county into opening a night school to educate white children who were working during the day. Democratic Party leaders sought to control the Union and warned it not to get involved in politics, drawing a connection between union involvement in politics and the failures of the Farmers' Alliance. *Evening Dispatch* (Wilmington),

⁹² Average white pay in November 1899 was \$39.83 and average black teacher salaries were \$32.75. In 1900, the average salary of white teachers was \$52.50 and \$36.58 for African Americans. Minutes of the New Hanover County Commissioners, State Archives, Office of Archives and History, Raleigh; Report of Superintendent of New Hanover County Schools to State Department of Public Instruction, July 1900, Superintendent's Reports, Records of the Department of Public Instruction, State Archives, Office of Archives and History, Raleigh.

⁹³ For more information on Wilmington's teachers and their pay, see Appendix E. Minutes of the New Hanover County Commissioners, State Archives, Office of Archives and History, Raleigh.

⁹⁴ *Morning Star* (Wilmington), June 11, 1920.